

FOLIO

UNIVERSITY OF ALBERTA
4 OCTOBER 1991



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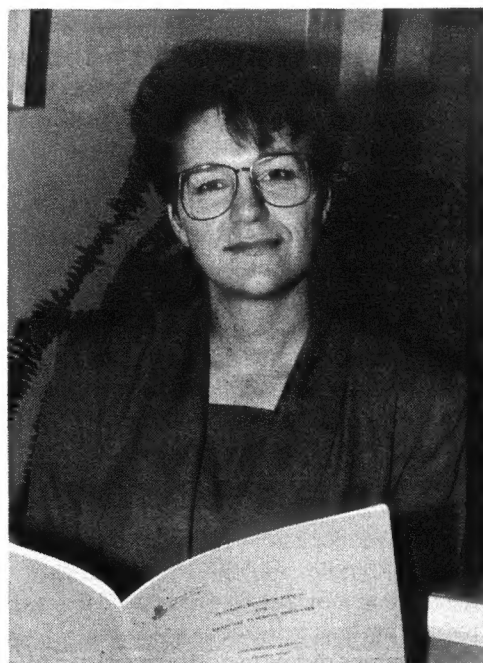
GTA manual being piloted throughout the University

It's your first term as a Graduate Teaching Assistant. You're on foreign ground, so where do you turn for good solid advice? Chances are your adviser can point you in the right direction. Now, however, GTAs on campus have a comprehensive manual they can also rely on for advice on everything from survival tips for the first day of class to helping students think.

"Every small step we take is a way of saying, 'we're taking teaching more seriously,'" says Anne Naeth (Faculty of Agriculture and Forestry), who wrote the recently published Teaching Resource Manual for Graduate Teaching Assistants, first piloted in her Faculty and now in the mainstream.

"When I was a graduate student, I thought there must be an easier way of gathering information [on how to TA a course], but I couldn't find a nice concise volume on the subject," Dr Naeth says. So with the assistance of Bente Roed, Education Director of University Teaching Services, and encouragement from Frank Aherne (Animal Science) and many people throughout the University, she decided to put together a usable GTA manual.

Dr Naeth didn't have to start from scratch, however. She contacted universities that already had such manuals. "A lot of the credit goes to other universities that have had GTA manuals," she says, mentioning the University of Windsor, UCLA and Nebraska. "What we needed was someone to pull all the information together."



Anne Naeth says the Teaching Resource Manual for Graduate Teaching Assistants is very usable.

A couple of drafts were circulated within her own Faculty for six or seven months. Students and staff read the manual and offered suggestions; based on their comments, changes were incorporated. The result is a manual which includes sections on the teaching environment, learning styles, instructional strategies, grading, evaluations and test con-

struction, conflicts and resolutions, contact with students, time management and feedback for evaluation.

"My intent wasn't to have students read it in one sitting," Dr Naeth says. "The table of contents is designed to make it a really usable manual."

"Every instructor on campus could benefit from reading this," Roed asserts. "It's not limited to GTAs and I'm encouraging a broad circulation." She says University Teaching Services wants feedback on the manual so they can determine its usefulness and make a decision on whether it should be reprinted.

The UTS Education Director describes the manual as complete, concise, easy to read and very practical to use. Generally, feedback UTS has received indicates that the publication is an excellent reference and guide for TAs.

Animal Science Master's student Delores Peters, who was a TA last semester for a lab course and who was one of the students to read the first draft, says, "I thought it was a good resource. It was the only thing I had come across and it was a good place to start."

She said that while she was aware of then CITL [now UTS] sessions for graduate students, it wasn't always possible to attend them because of class and teaching responsibilities, "so it was nice to have a written resource."

'Equity Saturday' aims to educate, inform

Tomorrow, a workshop on employment equity policies at other Canadian universities will seek to educate and inform the University of Alberta community about what's worked and what hasn't.

"Equity Saturday", sponsored by the Faculties of Arts, Law and Medicine, includes presenters from five other universities who will explain what it means to have an employment equity policy.

Graham Lowe (Sociology) says the forum, to be held in L-1 Humanities Centre, will provide an opportunity to examine the range of options available to the University. "Now that we have a philosophical statement committing ourselves to employment equity, we now have to ask what are the specific and practical ways of achieving our objectives."

From 9:30 to noon, guest presenters MayAnn Francis (Dalhousie), Pamela Milne (Windsor), Gill Tieman (York), Carole Clark (Calgary), and Sharon Kahn (UBC) will explain what has occurred at their respective universities. From 1:30 to 3:30, an open discussion on the morning's sessions will take place.

"In some respects, the discussion that has occurred here has been largely on the abstract level. My feeling is that we have to get beyond that and get on with the job of devising workable and realistic policies," Dr Lowe said last week. Hopefully, he said, the forum will get people thinking about day-to-day policy considerations.



A DAY TO ENERGIZE YOUR MIND!

That's what last Saturday was for the many people who attended the University's third annual Super Saturday, held all day in the Business Building. Professors gave talks on a variety of topics, guided tours of campus were conducted, and the desired result—that the public become better acquainted with the University—was achieved.



Survey indicates assistance program helping staff

Work-related problems are the most commonly cited by University of Alberta employees who visit Priority One Human Resources Inc, the counselling services company under contract to the University.

Based on a user survey conducted in the fall of 1990, clients indicated that the second most common problem they faced was related to marital and family relationships, says Priority One's Wes Penner, a chartered psychologist. The third most commonly cited problem was stress.

Overall, about 90 percent of the 122 respondents were satisfied with the employee assistance program's services and most people said the counselling resulted in less conflict at home and at work, better job performance and satisfaction and a better ability to cope.

"Within the first year of the contract, 4.3 percent of the University staff had come to see us," Dr Penner, who also set up the employee assistance plan for the Edmonton Public Schools, says generally five to six percent of staff members seek counselling during the first year of a plan's operation, and it tends not to exceed 10 to 12 percent annually.

Of those 427 staff members seeking counselling services from the three psychologists at Priority One during the first eight months, 79 percent were nonacademic employees and 21 percent were academic employees.

"Not all that many who have been laid off have come to see us," says Dr Penner. "Some people have come who are concerned about being laid off," he says, explaining that the amount of stress people on campus are experiencing is definitely increasing.

The program offers services related to: stress; career issues; psychological problems; grief loss; communication issues; marital/family difficulties; alcohol and drug abuse; physical, emotional and verbal abuse; problems as a consequence of physical illness; work-related difficulties; and lifestyle issues such as weight control and smoking.

Confidentiality is assured and there are no direct costs to staff members or dependents. Counselling services are charged to the University's supplementary health care plan subject to the \$1,000 maximum per person per year.

LETTERS

FAIRNESS - FOR WHOM?

In the protracted exchange of letters in *Folio* on the subject of hiring policy, an important factor is missing—the welfare of our students.

It is widely recognized that in university faculties such as Engineering it would be desirable to increase the proportion of women faculty from its present nominal level to one where women faculty could effectively mentor the women students who are now entering such faculties. Whether the increase in numbers of women faculty should be achieved by a rigid program of affirmative action or by 'softer' means (such as proposed by the President's Commission for Equality and Respect on Campus) will be a matter of debate, but it is surely clear that the 'fairness' question is not just limited to consideration of the interests of potential faculty members.

Just as with other difficult questions (e.g., health care), the welfare of various groups comes into play. Is it fair to say that in this case as in many other cases in university affairs, that student welfare should be a central factor in any decision?

Peter R Smy

Professor of Electrical Engineering

EMPLOYMENT EQUITY CENSUS DAY HAS WORRISOME ASPECTS

We have been deluged recently with an advertising campaign about the census associated with Employment Equity Week. With each new piece of literature carefully worded to convince me how important and necessary this process is, I grow more and more concerned about its advisability.

We have been told that "Employment equity is a process by which artificial barriers to employment and advancement are removed ...," and that [in keeping with the mandates of Bill C-62 and the Federal Contractors Program] we must go through the census process "to determine whether or not our workforce is currently representative of ... designated groups, ... to develop an Employment Equity Plan ..." and "... to monitor the changes in the representation of designated groups within our workforce over time." [Pamphlet, "October 9th Employment Equity Census Day is Coming."]

The demographic profile of the current workforce at the U of A has a history; it reflects personnel additions and losses across the last thirty years, decades that were characterized by demographically different applicant pools and influenced by different economic and cultural trends. Why would the Office of Human Rights, or anyone for that matter, expect this year's staff profile to be "currently representative of designated groups" whose proportions in the applicant pool today are different from the pools of twenty or thirty years ago from which many of the current staff were hired? The comparison seems illegitimate. The fact that the percentage of a designated group now being hired equals or exceeds the percentage from that group in the employment pool now qualified to apply would indicate that there are now no artificial barriers to hiring from that group. But comparisons between the present pool of those qualified and a workforce built up over thirty years are irrelevant to the question of artificial barriers existing now. Several years ago, Deans and Selection Committees were instructed to begin keeping demographic data on all applicants and hires for new positions (GFC Policy Manual, Section 48.2.3 (d)). That data base alone should suffice to help us identify and remove any existing "artificial barriers to employment ..." and "to monitor changes in the representation of designated groups within our workforce over time" (op. cit.).

And that brings me to perhaps the more worrisome aspect of this census exercise, its implicit ratification of a fashionable neo-tribalism by asking us to place ourselves into one of four designated groups. The federal government's coercions notwithstanding, I do not wish to be "grouped," "pegged," "tagged" or otherwise designated by my employer on the basis of my gender, my race or my physical status. A gender designation makes me particularly uneasy in view of the letters I have read recently written by people who favour some sort of preferential advantage for women in hiring or promotion. Speaking as a woman, I believe that preferential treatment on the basis of gender is demeaning to those "preferred," and demoralizing to those "not preferred," and it risks 'marginalizing' members of the designated (preferred) group even more than some allege them to be already.

I fear that the philosophy behind the Employment Equity Census exercise may be ill-conceived and misguided. Putting ourselves into groups on the basis of some bureaucrats' notions of enlightened social engineering (in the name of social justice) may very well create more artificial and divisive barriers than it will ever remove.

Anne Putnam Rochet
Associate Professor of Speech Pathology
and Audiology

PROBLEM APPROACH PREFERABLE TO GROUP APPROACH

It is refreshing to see that Jim Marino, the new president of the AAS:UA, has decided to voice his support for an approach to employment equity which focuses on the elimination of systemic barriers. In so doing, he is following the definition given by the Office of Human Rights in its recent pamphlet on Employment Equity Day: "Employment equity is a process by which artificial barriers to employment and advancement are removed." His examples—redesigning elevator buttons so that they can be used by people who can't see, or who are confined to a wheelchair; including separate childbirth and parental leave clauses in the Academic Staff Agreement—are well chosen, and show that identifying and removing artificial barriers will result in a work environment from which no one is excluded.

It is reassuring to note that Marino does not make any reference to groups; he only points to problems. The difference between a group and a problem approach can be illustrated with an example borrowed from the various developments taking place in Canadian universities. The group approach would require that women be treated differently when it comes to career patterns, e.g., because women are likely to take time off to raise a family, they should not be penalized for taking longer to finish their PhD, etc. The problem approach would recommend that no one be penalized for a slower completion of a Graduate Studies program, thus recognizing the fact that men may also have good reasons for not finishing a degree as fast as the accepted norms dictate (e.g., they may have to work part-time to support themselves or help support a family), and that, regardless of gender, people may have all sorts of good reasons to interrupt their studies (change of specialization, illness, employment, etc.). It is clear that if the University community decides that speedy completion of a graduate degree should not be a criterion of excellence, the new policy should apply to everybody, not only to the members of those groups which may be believed—or argued—by some to be more affected by it. Only by applying the new policy to all could we ensure that the problem had been eliminated. Only then could we ensure that a man who had to interrupt—or slow down—his studies to support a family would not be treated with the old rules while a single woman without family responsibilities would benefit from the new ones.

It is reassuring also to note that Marino makes no mention of preferential treatment, and in particular of preferential hiring. An approach which advocates preferential hiring turns back the clock, and revives and seeks to enshrine in policy old habits which the previous decades had deemed despicable and had worked hard to eradicate. As can be seen on this campus (and on the rest of the continent), such an approach is extremely divisive. By contrast, I am convinced that an approach intending to eliminate artificial systemic barriers, in order to make this campus a place hospitable to all, without favouring some at the expense of others, would receive unanimous support. If this is the direction in which Professor Marino is pointing, we must commend him and thank him for his wisdom, and his enlightened and courageous leadership.

Bernard Rochet
Professor of Romance Languages

CURRENTS

UNIVERSITY TEACHING RESEARCH FUND DEADLINE

The next deadline for submission of applications to the University Teaching Research Fund is 15 October. Application forms are available through Deans or Department Offices or from 3-2 University Hall, telephone 492-8182.

STUDY LEAVE

Full-time faculty are reminded that, in accordance with the Faculty Agreement, applications for 1992-93 study leave should be submitted, through Department Chairs to Deans, no later than 15 October 1991. Application forms are available in Faculty offices or from the Office of the Associate Vice-President (Academic Administration), telephone 492-1917.

FACULTY BADMINTON CLUB

Badminton is being played every Wednesday evening (8 to 10) in the Education Gym. (An earlier start is anticipated in the near future.) All faculty, research associates, research council staff, postdoctoral fellows and spouses are welcome. Play is at the beginner to expert levels; the annual fee of \$15 per person includes birds. For more information, call Saul Sheinin (492-3624), Mika Madunicky (438-7609) or Bob Erkamp (450-5181).



The United Way Campus Campaign Committee is about to fly the familiar banner at the Butterdome. The campaign, which was launched 26 September, has a goal of \$225,000. In this, the 50th anniversary of the United Way, Campus Campaign Co-Chairs Doug Wilson and John Bertie urge people to make their pledges now to propel the University toward its goal.

Board, AAS:UA extend early retirement incentive arrangements

In 1985, the University and the Academic Staff Association entered into an agreement whereby staff members whose appointments were covered by one of the Board-AAS:UA Agreements could take early retirement and be reappointed on a part-time basis for two, three or four years. Similarly, a staff member could take leave without pay from a portion of duties immediately prior to retirement. The original life of the program was to be for three years but, in light of the success of the programs, it was decided by the two parties to extend the arrangements to the summer of 1991. Now it has been decided that another extension is in order, this one to the summer of 1994.

Details of the two programs can be found in clauses 18.03 and 26.02 of the Board-AAS:UA Agreements. Additional information may be obtained by contacting Gordon Unger, Executive Secretary of AAS:UA, or Brian McDonald, Associate Vice-President (Academic Administration).

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Public Affairs produces *Folio* on a regular basis for the staff and other interested persons.

DEADLINES:

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Advertisements cost 40 cents per word with no discount for subsequent insertions. There is a limit of 30 words and a minimum charge of \$2.00. Advertisements cannot be accepted over the telephone. All advertisements must be paid for in full at the time of their submission.

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University
of
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Librarians, lawyers and educators unite to provide legal education

Legal Resource Centre bringing the law to Albertans

Find an off-campus office accessible to the general public. Assemble a small staff of librarians, lawyers and educators. The result? A powerful group of people dedicated to "placing the law within your reach".

And since 1975, the year the Legal Resource Centre was born, the community has become increasingly aware of the existence of the library, community and publication services offered by the centre, says Assistant Director San San Sy. The number of people using the centre continues to increase.

With the employees paid by the Faculty of Extension and the bulk of the operating

the business of giving information not advice. That often means the centre can rely on the vast resources of the University to achieve its goals. "We extend the University resources and bring those resources to the broader community," Sy says.

The Legal Resource Centre, located at 10049 81 Avenue, also develops formal learning activities and resource materials teachers can use, and designs and delivers a range of programs about the law, including conference presentations, workshops and training sessions. For example, the centre assists in the training of native court workers. It also has a toll free hotline, 1-800-232-1961.



Public Service Librarian Valerie Footz examines some of the Legal Resource Centre's resources.

budget picked up by the Alberta Law Foundation, the centre manages to fulfil its mandate by offering a variety of public legal education services to Albertans. Fundamentally, though, the staff is committed to their role as educators. Their ongoing goal is to develop a broader understanding of the law by people from across the province.

The heart of the centre's operations is the library. Since it began in 1975 as a two-shelf resource, the centre's multimedia library has grown to include the single largest resource in the province of materials about the law written for lay people.

"Our services are directed to the nonlawyer," says Sy, stressing that they're in

Another important link with the community is the speakers bureau. Administrative Assistant Karen Klak says the centre solicits volunteers from the legal community to speak to community groups, schools and other organizations. "It's really well used. The organization gets the benefit of having a lawyer speak and the lawyer brings the law to the community."

Lawyers, as well, use the centre by referring clients to its resources. And the centre's magazine, *Law Now*, published 10 times a year, tackles current legal issues, answers people's questions and reports on legal issues in understandable language.

Few Canadians understand treaty rights, Senate told

The University of Alberta was applauded recently for its establishment of the School of Native Studies and for providing assistance to native students on campus.

Joan Benoit, a Keyano College faculty member and a treaty Indian by marriage, told Senators at their recent meeting in Fort McMurray that these developments demonstrate the University's willingness to support native students.

"My request is for educational assistance for non-native Canadians to become informed about the responsibilities that they bear with regard to natives, so [non-natives] are better equipped to respond to native needs."

Benoit said few Canadians have sufficient knowledge of treaty rights to form intelligent opinions and make wise choices based on historical facts. The onus is on educational institutions to educate non-natives about treaty rights.

President Paul Davenport said the University does a good deal of work in the area of treaty rights. "We do have a responsibility at the University to do research and teaching and to predicate our findings with regard to aboriginal treaty rights." The President said because of the U of A's location in Canada and the importance of these issues in Alberta, it's an ongoing responsibility.

"Our country is facing increasing pressure to fulfill the obligations of the treaties made with native peoples decades ago. We as a country are woefully ignorant of the historical facts leading to the signing of those treaties as well as the promises made in and at the time of the treaties," Benoit said.

Gordon Benoit said educators must learn about the native people they are attempting to teach. "To educate the natives you must first educate yourselves," he said, and learn how native people think.

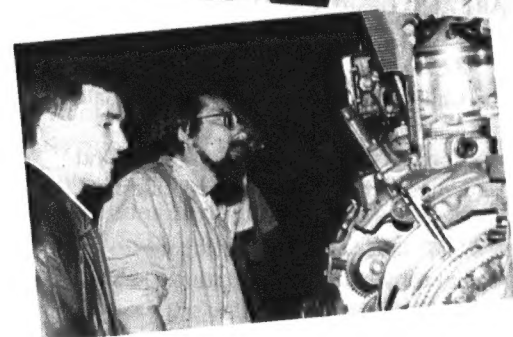
The Faculty of Education is celebrating 50 years of service this year. Last weekend, as part of the Renunion Weekend festivities, old friends and alumni gathered to reminisce. Entertainment, displays and tours were offered Saturday.



Another aspect of Renunion Weekend was the Faculty of Arts' drop-in. Graduates such as Elan Ross Gibson (left) were invited to meet Dean Patricia Clements (right) and other Arts professors on the 6th floor, Humanities Centre. Refreshments were served and *The Academy Strings*, a permanent string ensemble at the U of A, performed throughout the afternoon.



The Faculty of Engineering flung open its doors last Saturday for its annual open house, inviting alumni, friends and students, in Dean Fred Otto's words, "to see what kinds of things we do here." The Dean had breakfast with the Class of '41 and met with first-year students' parents. Here, demonstrations in the Mechanical Engineering Building proved popular with visitors.



Heritage Foundation for Medical Research says Bring us your ideas and we'll see about funding them

Too often, it seems, scientists and lay people alike will be on to something but pull up short, saying, "If only I had"

The Alberta Heritage Foundation for Medical Research (AHFMR) encourages them to go out and find the best of whatever it is they need to help them do what they want to do. Such encouragement can be more than verbal, much more. "We're out to commercialize things," says Linda Humphreys, the Foundation's Technology Transfer Officer. In the early years of its existence, AHFMR conducted a technology transfer program, the benefits from which were channeled into better health care for Albertans. At the outset of the current decade, Humphreys explains, AHFMR decided it wanted to contribute to the province's economic well-being, too.

We want to create some Alberta industry through technology transfer, Humphreys says. "If a drug has to be produced or a prosthesis manufactured, why not see if we can do that here in Alberta?" AHFMR revised its philosophy, placing the accent on helping research, industry and business join forces to bring projects to fruition.

"To us, collaboration is very, very important," Humphreys told *Folio*.

"We had to define our niche, just as we expect our clients to know their niche when they come to us," Humphreys says. One of AHFMR's aims is to educate researchers to the opportunities of commercializing what's in their lab. "There's a part for you [the individual researcher] to play in the development, but it's the part you want to play," she says.

The Foundation's technology commercialization program has three phases. Somebody associated with an Alberta-based business or institution (and that somebody could be a scientist, an engineer, a business person or a patient with a better way to solve his or her prob-

lem) hits on an idea related to medical research or medical care. In all likelihood that person requires technical/scientific people, business/marketing people and manufacturing people to see if the project is scientifically sound and commercially feasible. AHFMR can release a \$25,000 Phase 1 Technology Commercialization Grant for this preliminary assessment.

Phase 2 provides for the release of a maximum of \$75,000 to strengthen the business and marketing aspects of the project including continued work on prototypes, intellectual property protection, clinical trials, and development of a detailed business plan.

Phase 3 funding of up to \$500,000 is available for the later stages of commercial product development, start-up manufacturing, clinical trials and marketing strategies.

If the creative idea is health care related and Alberta-based and has commercial potential (AHFMR doesn't advance basic research), it's simply a matter of becoming familiar with AHFMR's guidelines and completing the appropriate application for the phase of funding desired. Applications are accepted from individuals interested in any aspect of biomedical and health research and development; and from organizations: private industry, universities, colleges and hospitals.

Applications, which are subjected to external technical reviews, are considered by the Technology Transfer Applications Advisory Committee which meets approximately four times a year (the program itself operates continuously). The deadline for the next set of applications is 15 October.

Who knows but what AHFMR's bottom line ("Your bright ideas for your business might work in ours. And we'll give you money to find out ...") will help make tomorrow's medical headlines.

TALKS

ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

4 October, noon

Christiane Bébér, Département de Bactériologie, Université de Bordeaux II, "Detection and Characterization of Chlamydia Trachomatis by Hybridization Techniques." 2J4.02 Mackenzie Health Sciences Centre.

ANTHROPOLOGY AND THE CANADIAN CIRCUMPOLAR INSTITUTE

7 October, 3 pm

Seonbok Yi, Seoul National University, "Towards an Explanation of the Northeast Asian Palaeolithic." 14-6 Tory Building.

ART AND DESIGN AND EAST ASIAN LANGUAGES AND LITERATURES

8 October, 5 pm

Calligraphy demonstration. FAB Gallery.

8 October, 7:15 pm

Forum with visiting calligraphers and Canadian artists. 386 Fine Arts Building.

9 October, 3:30 pm

Slide lecture on Modern Japanese Calligraphy with demonstration. L-2 Humanities Centre.

CANADIAN INSTITUTE OF UKRAINIAN STUDIES

17 October, 3 pm

Serhii Plochy, visiting professor, "Church-State Relations in Ukraine During *Perestroika*." Heritage Lounge, Athabasca Hall.

CANADIAN MEDITERRANEAN INSTITUTE

10 October, 7:30 pm

Earle Waugh, "Whirling With the Dervishes." Archives Room, Provincial Museum.

CLASSICS

8 October, 3:30 pm

Martin Price, British Museum, Department of Coins and Medals, "Monetary Policies of Alexander the Great." 1-8 Humanities Centre.

CLOTHING AND TEXTILES

10 October, 1 pm

Bridget Elliott, "Patching the Canon: The Art and Craft of Quilting." 131 Home Economics Building.

17 October, 1 pm

David Goa, "Clothed in Christ: The Meaning of Vestments in Eastern Christian Culture." 131 Home Economics Building.

COMPARATIVE LITERATURE

4 October, 3:30 pm

Kanghua Lu, visiting professor, Heilongjiang University, Harbin, China, "Comparative Literature in China." Senate Chamber, Arts Building.

COMPUTING SCIENCE

7 October, 3:30 pm

Mart Molle, University of Toronto, "The Role of Problem Reduction Techniques in the Analysis of 'Separable' Medium Access Control Protocols." 619 General Services Building.

DENTISTRY

8 October, noon

WH Arnold, head, Department of Anatomy, assistant dean, Faculty of Dentistry, University of Witten/Herdecke, Germany, "Postnatal Development of the Skull." 4069 Dentistry-Pharmacy Centre.

8 October, 5:30 pm

Professor Arnold, "Blood Flow and Secretory Activity in the Submandibular Gland." 4069 Dentistry-Pharmacy Centre.

ECOLOGY SEMINAR SERIES

11 October, noon

Curt Strobeck, "Genetic Relationships Between Wood and Plains Bison: Are They 'Good' Subspecies?" G-208 Biological Sciences Centre.

EMPLOYMENT EQUITY

5 October, 9:30 am to 3:30 pm

Workshop on Employment Equity Policies at Canadian Universities. Speakers: May Ann Francis, Dalhousie University; Pamela Milne, University of Windsor; Gill Tieman, York University; Carole Clark, University of Calgary; and Sharon Kahn, University of British Columbia. Sponsors: Arts, Law, and Medicine. L-1 Humanities Centre.

ENGLISH

7 October, 4 pm

RP Knowles, Department of Drama, Guelph University, "Speaking the Verse: Robin Phillips Directs Shakespeare." 5-20 Humanities Centre.

8 October, 3:30 pm

Sheila Watson Reading Series. Canadian novelist Margaret Sweatman reads from her work. L-3 Humanities Centre.

10 October, 3:30 pm

Peter Rudnytsky, Department of English, University of Tulsa, "Freud's Pompeian Fantasy: On Jensen's *Gradiva* and Freud's Analysis of It." 5-20 Humanities Centre.

ENTOMOLOGY

10 October, 4 pm

Tom Baker, Department of Entomology, University of California, Riverside, California, "Moth Olfaction: What Has Been Learned From a Neuroethological Approach." TBW-1 Tory Breezeway.

17 October, 4 pm

W Reuben Kaufman, "Salivary Glands, Reproduction and Hormones: a Fantastick Story." TBW-1 Tory Breezeway.

FAMILY STUDIES

10 October, 12:30 pm

Laurie Wilson-Larsen, "Farm Women's Experience of Work." 3-57 Assiniboia Hall.

17 October, 12:30 pm

Kathi Kilgour, "The Father's Perspectives on the Fathering Role." 3-57 Assiniboia Hall.

FOREST SCIENCE

9 October, noon

Herb Hammond, Silva Ecosystems, BC, "Seeing the Forest Among the Trees." 849 General Services Building.

16 October, noon

P Jerome Martin, "How to Present Scientific Material Effectively." 849 General Services Building.

HEALTH SERVICES ADMINISTRATION AND COMMUNITY MEDICINE

9 October, noon

James Howell, MOH, Edmonton Board of Health, "Healthy Edmonton 2000—Health Goals for the City." 13th Floor Classroom, Clinical Sciences Building.

HISTORY

4 October, 3:30 pm

Jan Vansina, Department of History, University of Wisconsin-Madison, "Undocumented Ages in the Historian's Workshop." 2-58 Tory Building.

5 October, 3 pm

Professor Vansina, "The Lively Past of Central Africa, and Our Notions of Progress, Evolution and Development." 1-06 Business Building.

16 October, 4 pm

Rae Fleming, visiting scholar from Ontario and author of a recent book on Sir William Mackenzie, "Sir William Mackenzie

(1849-1923): An Historiographical Overview from OD Skelton to Rae Fleming." 2-58 Tory Building.

LIBRARY AND INFORMATION STUDIES

16 October, noon

Deborah Dancik, "Research and Continuing Education: The UCLA Experience." 3-01 Rutherford South.

LIMNOLOGY AND FISHERIES DISCUSSION GROUP

10 October, 12:30 pm

Kelly Field, "Bottom-up Effects of Zooplankton Community Ecology: Dissolved Oxygen and Zooplankton Distribution and Abundance." M-149 Biological Sciences Centre.

17 October, 12:30 pm

Max Bothwell, National Hydrology Research Institute, "Studies on the Impact of Pulp Mill Effluent on the Thompson River." M-149 Biological Sciences Centre.

PLANT SCIENCE

15 October, 3 pm

Heribert Hirt, Department of Microbiology and Genetics, University of Vienna, "Cell Cycle Regulation in Higher Plants." 6-28 Medical Sciences Building.

PHILOSOPHY

8 October, 3:30 pm

K Strike, Cornell University, "Liberalism and Ethical Pluralism." 4-29 Humanities Centre.

PHYSICS

4 October, 2 pm

Manabu Takeuchi, Department of Electrical Engineering, Ibaraki University, Japan, "The Photocopying Process: From Fundamental Mechanisms to Colour Hard Copy." V-121 Physics Building.

7 October, 4 pm

M Tinkham, Gordon McKay Professor of Applied Physics and Rumford Professor of Physics, Harvard University, "Superconductivity: Past, Present, and Future." V-129 Physics Building.

8 October, 2 pm

Professor Tinkham, "Flux Motion and Resistance in High Temperature Superconductors." V-128 Physics Building.

RESEARCH INSTITUTE IN WOMEN'S WRITING

Interdisciplinary Symposium on Early Women: Writing, Studying, Publishing.

15 October, 10 am

Susan Staves, Brandeis University, "The Professionalization of Female Scribbling, 1660-1763." 5-20 Humanities Centre.

15 October, 11 am

Ann B Shteir, York University, Toronto, "Flora Feministica: Reflections on the Culture of Botany" (illustrated). 5-20 Humanities Centre.

15 October, 2:30 pm

Jan Fergus, Lehigh University, "Jane and Cassandra Austen as Collaborators: Revising History and Interrogating Gender" (illustrated). 5-20 Humanities Centre.

15 October, 3:30 pm

Round-table discussion. 5-20 Humanities Centre.

RELIGIOUS STUDIES

9 October, 3:30 pm

Eva Dargay, "The Concept of Goddess in Buddhist and Feminist Thinking." Senate Chamber, Arts Building.

SLAVIC AND EAST EUROPEAN STUDIES

7 October, 3 pm

Vasyl' Skrypka, Kryvyi Rih Pedagogical Institute, "Narodna Pisnia i Suspil'na Svidomist' ("The Folk Song and Social Awareness"). Lecture will be presented in Ukrainian. 141 Arts Building.

SLAVIC AND EAST EUROPEAN STUDIES AND COMPARATIVE LITERATURE

18 October, noon

Carlo Testa, adjunct professor, Romance Languages, "Goethe 'and No End': Echoes of a 'Classic' in 'un-Classical' Times"—Gerard de Nerval's Intertextuality." 326 Arts Building.

SOIL SCIENCE

8 October, 12:30 pm

Robert F Keefer, Division of Plant and Soil Sciences, West Virginia University, "Molybdenum in Fly Ash-Amended Acid Mine Spoils." 2-36 Earth Sciences Building.

17 October, 12:30 pm

Dave McAndrew, superintendent, Vegreville Experimental Farm, "Soil Conservation Research Leading to Sustainable Crop Production Systems in North Eastern Alberta." 2-36 Earth Sciences Building.

WOMEN'S STUDIES PROGRAM

10 October, 3:30 pm

Susan Hamilton, "Anti-Vivisection in 19th Century British Feminism." Senate Chamber, Arts Building.


ZOOLOGY

4 October, 3:30 pm


SJ O'Brien, Laboratory of Viral Carcinogenesis, National Cancer Institute, Frederick Cancer Research and Development Center, "A Role for Molecular Genetics in Conservation of Endangered Species: Lessons from the Great Cats." M-149 Biological Sciences Centre.

11 October, 3:30 pm

Dr Baldomero and M Olivera, Department of Biology, University of Utah, "Diversity of Conus Neuropeptides." M-149 Biological Sciences Centre.

 This symbol denotes environmentally related seminars/events. If you wish to have an environmentally related event listed in this way, please contact: The Environmental Research and Studies Centre, 492-6659.

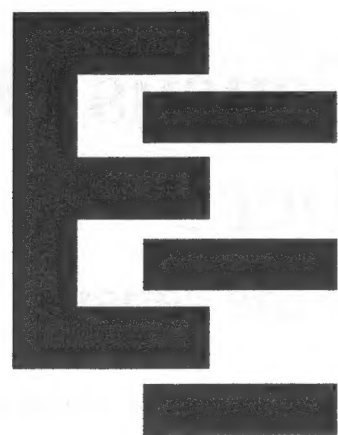
JAMES WEI: ICI CANADA INC DISTINGUISHED VISITING LECTURER

 The 1991 ICI Distinguished Visiting Lecturer in the Department of Chemical Engineering is James Wei, Dean of Applied Science and Engineering at Princeton University. Professor Wei is an internationally renowned chemical engineer who has made lasting contributions to science and technology during his career in industry (Mobil Research, 15 years) and academia (University of Delaware, MIT and Princeton).

Professor Wei will present two lectures. The first lecture, "Global Environment Changes and Chemical Engineering" (10 October, 3:30 pm, 344 Chemical-Mineral Engineering Building), will address issues such as global warming, recycling and gaseous emission. In his second lecture, "Diffusion in Zeolites" (11 October, 11 am, 344 Chemical-Mineral Engineering Building), Professor Wei will discuss the peculiar diffusion behaviour in zeolites in terms of new theoretical approaches, such as statistical mechanics and Monte Carlo methods.

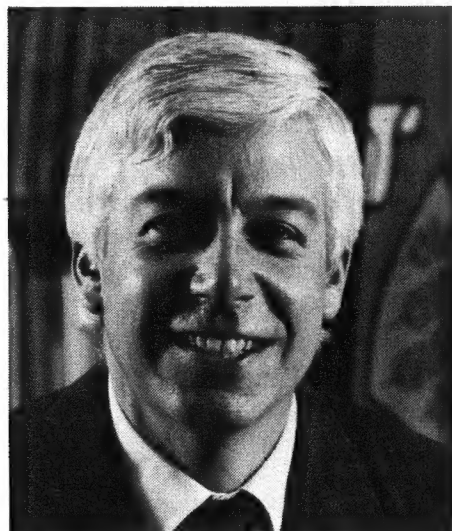
Professor Wei has published extensively in the scientific literature, is the coauthor and editor of several books, and serves on numerous advisory and editorial boards for universities, governments and publishers.

The Department of Chemical Engineering thanks ICI Canada Inc for making it possible to bring distinguished lecturers to Edmonton to interact with faculty and students.



Employment Equity Week October 7 - 11

University embarks on Employment Equity Census



The University of Alberta has been committed to employment equity for some time. As a community we have done much to remove discrimination from our workplace, and to create a situation where employees and job applicants can be assured of just treatment in recruitment, selection, training and promotion. Our employment policies, for example, state clearly our commitment to employment equity, to the amelioration of the conditions of employment of disadvantaged individuals or groups, and to the principle that employment decisions shall be made on the basis of qualifications for the job. Our guidelines for advertising and recruiting, the measures we have adopted to prevent discrimination in appointments, and the creation of an Office of Human Rights have done much to operationalize these commitments.

Our employment equity program seeks to increase employment opportunities for the four designated groups: aboriginal peoples, persons with disabilities, members of visible minorities, and women. As an educational institution, we can pursue this goal in three ways: by working to increase the pool of candidates with appropriate educational qualifications; by aggressively recruiting candidates when jobs are available; and by creating an environment on campus supportive of the four groups.

The University's certification under the Federal Contractors Program in 1987 is a vital component of our commitment to em-

ployment equity. With the support of the University's senior administrators, I have established a President's Employment Equity Implementation Committee, charged with the completion and ongoing implementation of our Employment Equity Plan. The Committee will be chaired by Dr. Lois Stanford, Vice-President (Student and Academic Services). The Plan must meet the requirements of the Federal Contractors Program, but more importantly must reflect the needs and aspirations of our community. Those of you who have attended one of the excellent information sessions on employment equity presented by the Office of Human Rights or taken the time to read carefully the informational brochures prepared and distributed by that Office will know the value of the kind of assessment and planning I have requested.

On October 9 you will be asked to complete a confidential employment equity census questionnaire. I am pleased to have this opportunity to urge you to take the few moments required to complete and return the form. A high return rate will let us understand our real situation and provide a firm base for planning. Join with me in completing the census questionnaire and in the University's commitment to ensure our approaches to employment are as fair to all groups as is humanly possible.

Paul Davenport
President, University of Alberta



I am pleased to have this opportunity to address our community as Chair of the President's Employment Equity Implementation Committee. I want to begin by admitting that I feel both great interest and some apprehension as we begin our tasks of assessing the representativeness of our work force and developing an employment equity plan for the University of Alberta. The Committee will have wonderful opportunities to contribute to the further development of the University as an employer committed to fairness and equity for all employees and job applicants. The completion of an employment equity census will provide us with a baseline from which we can judge the representativeness of our current work force and measure changes to that work force over time. It will provide us with an objective way of assessing whether we are making use of the skills and energies of groups who have not heretofore been represented in large numbers in the Canadian work force, but upon whom we will depend more and more for the kind of competent employees we require. This major review of employment practices and policies will identify ways in which we may have inadvertently made it difficult for identifiable groups to join our work force or define a career for themselves with the University of Alberta.

However, we cannot ignore the fact that as a Committee we have much to do. Nor can we ignore the reality that producing an employment equity plan acceptable to our community will not be easy. If we are to be successful we will have to admit from the outset the potential for divisiveness in the issue of employment equity. Perhaps by so doing we can all approach the task committed both to respecting views divergent from our own and to the preservation and enhancement of our community as one. While I admit to apprehension about some of these difficulties, I also know the University well enough to believe they can be overcome.

Please do your part in this important University endeavour: complete your employment equity census survey on October 9.

Dr. Lois Stanford
Vice-President (Student and Academic Services)

PRESIDENT'S EMPLOYMENT EQUITY IMPLEMENTATION COMMITTEE

The President's Employment Equity Implementation Committee was established to design and implement an Employment Equity Plan which meets the terms and conditions of the Federal Contractors Program and is acceptable to the University community. The Committee was structured to ensure that relevant University constituencies will be jointly involved in the design of the University's Employment Equity Plan.

The specific mandate of the Committee is to develop an Employment Equity Plan, monitor the implementation of that plan, and ensure the plan is modified from time to time in light of changing circumstances. The coordination of the Committee's mandate is the responsibility of the Office of Human Rights.

The Committee Membership is as follows:

Chair	Lois Stanford
Board of Governors	Mary Lobay
AAS:UA	Janet Denford
NASA	Marion Broverman
GFC	Gerald Buzzell
VP Academic	Brian McDonald
VP Finance/Admin.	Peter Watts
Deans' Council	Marilynn Wood
Chairs' Council	David Sharp
Rep at large	Lois Browne
	Larry Chartrand
	Keith Philip
	Marion Voshalo

Staff Associations see value in Equity Census

Data for this census are value-neutral. This census is in line with all protections under the Ethics in Human Research policies of GFC. The results are vital to the University's compliance with the requirements of the Federal Contractors Program. The Human Rights Office is conducting the survey not to support any argument, but to form part of the basis for determining the relationship between the present University population and that of the relevant communities. The Association urges each of its members to answer the survey so a fair and accurate picture can be made of the composition of our University. Anyone interested in rational discussion of these matters must be interested in the success of the census as a neutral base for that discussion. Please complete your census form promptly and ask your colleagues to do the same.

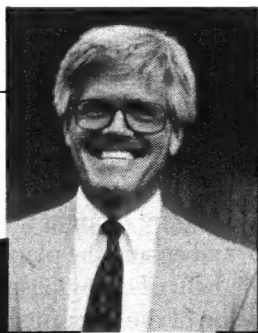
James Marino
President, AAS:UA

The Employment Equity Census being conducted by the University's Office of Human Rights will provide a statistical profile of non-academic staff on this campus. To date, statistics have been filed with the office for academic staff appointments but no similar statistics have been available for non-academic support staff. In its submission to the President's Commission on Equality and Respect, NASA provided statistics which show clear job ghettos and inequity in the distribution of employees over the range of positions, particularly at the middle and upper management levels within the support staff bargaining unit.

The census will allow a base of information upon which more specific distribution of employees may be determined. While the census is voluntary, it is important that as many people as possible participate in order to give the most complete picture of employment opportunities and realities on this campus for non-academic staff. Since the results, in tabulated forms, will be available to the campus community, access to the outcome of the census will assist NASA in determining problem areas and help in formulating future plans of action to better career opportunities for non-academic staff. Once again, the survey is voluntary, however, NASA urges its members to participate.

Anita Moore
President, Non-Academic Staff Association

Fran Trehearne,
Director



Debbie Preston,
Administrative Assistant



Suzanne Anselmo,
Human Rights Officer

The staff of the Office of Human Rights is very pleased to have been asked to coordinate the work of the President's Employment Equity Implementation Committee. A well-developed employment equity plan will ensure the University has no unintended barriers to employment. From our perspective employment equity is a proactive means by which our community can ensure fairness. In this sense it is preferable to dealing with discrimination on a case-by-case basis.

Employment Equity Census Day is coming October 9

Take the first step...complete the census

Why is the University conducting an Employment Equity Census?

We need to collect and maintain information which will help us to know how many members of the four designated groups are employed by the University and which occupations they fill. The information collected will be used to determine whether or not our work force is currently representative of the designated groups and to develop an Employment Equity Plan. The census will also allow us to monitor the changes in the representation of designated groups within our work force over time.

What information will I be asked to provide?

The census will ask whether you consider yourself to be a member of one or more of the designated groups. Definitions of the four groups will be provided on the census form.

Isn't this information already available?

No. University of Alberta employee personnel files do not contain information about gender, race or physical disabilities of staff. The census results will be used for Employment Equity purposes only and will be kept entirely separate from your personnel file.

How will information be kept confidential?

All information will be recorded on a personal computer in the Office of Human Rights in code. Individual records will be entered and analyzed only by number; names will never be used. The actions of the Office of Human Rights will be governed by a Code of Confidentiality, which will be on the census form.

How will the Office of Human Rights identify responses?

The census is confidential, but not anonymous. Each form will have a number attached to it. The number will be linked by computer to employee numbers. In order to maintain accuracy of the census data, we need to change records when employees are promoted/reclassified, or delete records if they leave the University. Being able to

link the information to the employee number allows us to update our records without the enormous cost of conducting a census every year.

Is asking questions about people's disabilities, race or gender against the law?

No. Asking these questions is not against the law when the information gathered is used for Employment Equity purposes and is given voluntarily.

Do I have to fill out the census?

No. The filling out of the census is voluntary, but we are asking you to help us get accurate information so that we can make realistic Employment Equity Plans.

Will the results be made available to the University community?

Yes. The results of the census, in statistical summary form, will be made available to the University of Alberta community.

How will the University develop its Employment Equity Plan?

The first step is to complete the census and construct a profile of our work force in terms of representation of designated groups in each occupation. We will compare our figures with the population of qualified individuals from which we recruit. We will be looking for examples of occupations in which the proportion of designated group members working for the University falls far below the number of qualified group members known to be available.

The second step is to review all employment policies and practices to ensure that there are no artificial barriers to the full participation of aboriginal persons, persons with disabilities, visible minorities, and women.

The University's Employment Equity Plan will consist of a blueprint for removing any artificial barriers we discover and some projections as to how the removal of such barriers will affect our work force over time.



Take part in Employment Equity Week events

All events will take place in the
HERITAGE LOUNGE, 227 ATHABASCA HALL

MONDAY, OCTOBER 7

12:00 - 1:00 p.m.

Changing Demographics of the Workplace,
A Panel Discussion

Dr. H. Krahn, Population Research Laboratory
Bob Nicoll, Director Labour Market Research
Career Development & Employment

TUESDAY, OCTOBER 8

12:00 - 1:00 p.m.

Interactive Theatre Presentation

"SEE ME, HEAR ME" by Becky Farrar

WEDNESDAY, OCTOBER 9 - CENSUS DAY

8:00 - 9:30 a.m.

Employment Equity Information Breakfast
(R.S.V.P. - Office of Human Rights)
Office of Human Rights

12:00 - 1:00 p.m.

Employment Equity Information Session
Office of Human Rights

THURSDAY, OCTOBER 10

12:00 - 1:00 p.m.

Interactive Theatre Presentation
"SEE ME, HEAR ME" by Becky Farrar

Any questions or concerns?

Contact the Office of Human Rights at 492-7325.

The University of Alberta is committed to the principle of equity in employment.

Members of designated groups put their skills and energies to work for the University

In the midst of the debate about employment equity we sometimes forget that many people who fit into one or more of the designated groups make their daily contributions to the University's day-to-day operations. These people exemplify the kinds of skills, knowledge, and energy existing among members of designated groups.

Fern Ness

If you are like many individuals in today's changing world, the fear of computers and how to use them is a real one. Well, put your fears aside because there is a person on campus who will help you overcome any obstacles you are faced with in the age of computer technology. Fern Ness is an "Applications Analyst" who provides microcomputer support and teaches computer programs to the three major client groups at the University: academic staff, non-academic staff, and students. Fern's job is to help people solve problems with their particular computer system in order to facilitate their abilities to do their work. The key component of Fern's job is to provide "service" to all groups. Service is a word which Fern takes seriously and strives to deliver.

Fern speaks very highly of her employer "The University of Alberta". She has been employed here for approximately six years and feels that she has been treated with a great deal of respect and fairness. Fern's physical disability has not impeded her career aspirations or career path. She indicates that the University, as an employer, goes out of its way to ensure that buildings are wheelchair accessible. She's impressed by the fact that the pathway between the parkade and the General Services Building is always cleared of snow, even after a heavy snowfall, so that she has no difficulty entering the building. It is this type of concern and consideration that makes the quality of work life here so enjoyable for Fern.

People skills are vital for someone working in the area of solving people's problems and Fern is exceptional. Her patience and genuine commitment to assisting people is inherent in her personality. A clear indication of this is indicative of the careers her children have chosen to follow. Her son, Steven, attended Lester B. Pearson College and is currently enrolled at the U of A in Honours Biochemistry and her daughter is currently enrolled at the United World College in Italy. These colleges foster world peace and understanding.

The University community is very fortunate to have an individual on staff who is prepared to 'go the extra mile' to ensure that people's needs are met.

Sri Sriskanthan

Sri, a recent immigrant to Canada, feels that he indeed is fortunate to be a member of Canadian society. He makes it very clear that he is and will continue to be a contributing member to Canada. Sri's beliefs and commitment have also filtered down to his 5-year-old daughter Meera, who is currently enrolled in a Grade 2 program at a private school. "My daughter will also be a contributing member to Canadian society" is a statement made with a great deal of pride by Sri.

Sri currently works in the Research Grants Office as a Systems Analyst. He is responsible for maintaining a 'major database' for the Research Grants Office as well as the Intellectual Property and Contracts Office. These responsibilities include all the various programming functions

as well as the computer support for these programs. Sri is the only computer systems person in this unit, therefore it is not hard to understand his value to the program. Sri is especially proud of his accomplishments in establishing an 'overhead allocation system' and 'contract reporting system' which are utilized extensively by the University community. The most challenging task Sri faces is meeting multiple requests by his users and clients. Sri's philosophy towards this is "when the user or client is happy, then I'm happy."

It is clearly evident that this individual indeed enriches the working environment of people at the University. Sri states with all honesty that "the University environment is perfect for him and it's a marvellous place to work." He envisions himself continuing his career here at the University of Alberta and hopes that he will eventually serve a larger community within the computer field on campus.

Larry Chartrand

In February, 1991 the University of Alberta enriched its academic ranks by appointing Larry Chartrand as an Assistant Professor and Director of the Indigenous Law Program. Larry is the only Metis in Canada who holds a position of Assistant Professor of Law.

As Director of the Indigenous Law Program, Larry has accomplished numerous goals which he feels have contributed to the early success of this relatively new program. In the current academic year, this program has attracted 9 indigenous students which is well above the previous average of 2 or 3 students per year. Larry feels that his presence has influenced this as well as bringing an awareness of aboriginal issues to the Faculty of Law.

The specific goals of the Indigenous Law Program are as follows:

1. To address the under-representation of indigenous lawyers in Canada.
2. To foster cultural and ethnic diversity within the Faculty of Law and in the profession generally.
3. To provide cross-cultural education for the Law School faculty, and staff, and the student body at the University of Alberta.
4. To provide an avenue for indigenous peoples to assert their just claims against societal wrongs as a result of colonialism, intolerance, direct and structural discrimination.

Currently, Larry is developing a course on "traditional aboriginal law" from the native perspective. This task is difficult because, as there are no current textbooks on this subject, he has to use other resources to acquire the necessary material. He anticipates that his major resource/source will be the "elders" in native communities. The "elders will be the key to the success of this course" is a statement which Larry indicated was essential.

Support services for the indigenous students is a priority for Larry and he feels it is paramount to the success of these students. It is clearly evident that academic support services will ensure that indigenous students succeed in the program. Larry has developed a Tutorial Program for first year students which assists them with the development of legal, analytical and research skills, and attempts to minimize the effects of cultural conflicts.

Larry stated that "Indigenous students feel alienated when there are so few of them in law school. However, the recent increase in numbers of indigenous students allows them to have a support system and they do not feel like outsiders." As Larry continues in his current role at the University, one has the feeling that this Metis from Northern Alberta will continue to contribute to the academic excellence of Indigenous Law students.

June Kikuchi

In January, 1991 the University of Alberta implemented the first PhD Nursing Program in Canada. This program is a major step towards ensuring that nurses who want to pursue Nursing at the PhD level no longer be forced to go outside Canada to do so. June Kikuchi is very excited about the formation of this program as she herself is the only Japanese person in Canada who has obtained a PhD in Nursing.

As a professor in the Nursing Faculty, June continues to teach. Her main area of interest, however, is in "philosophical nursing research". This is a new area of research and June has been one of the leaders in this developing field. She and colleague Dr. Helen Simmons have co-founded the "Institute for Philosophical Nursing Research" at the University of Alberta. The Institute will be releasing the book *Philosophic Inquiry in Nursing*, which was edited by June and Helen Simmons in February, 1991. This publication is the first of its kind in the world. It is felt that this pathbreaking volume is an essential step in the development of a nursing philosophy and in encouraging philosophical research. The Institute is the only endeavour of its kind in the world and the support of individuals such as Dr. Marilyn Wood, Dean of Nursing, and Dr. Peter Meekison, former Vice-President (Academic), ensured that June and Helen's vision of the Institute became a reality.

The aim of the Institute is to provide leadership in pursuit of that philosophical nursing knowledge which underlies the sound advancement of the practice of nursing — the knowledge required to guide and unite nurse practitioners, educators, administrators, and researchers in the development and use of nursing knowledge for the benefit of those who receive and depend on nursing care.

As one talks to June, it is clearly evident that her commitment and vision of philosophical nursing research and knowledge will indeed move forward this exciting field of study, from the frontier into the 21st century. The University of Alberta is truly fortunate to have June contributing to its academic excellence.

Did you know that today the four designated groups make up 70% of new entrants to the work force?

If the employment policies and practices of the University of Alberta exclude these groups we will be choosing from only 30% of the available and qualified pool applicants and will be limiting our ability to attract the best employees and staff.

In 1951 it was considered a good business decision not to promote a female because she might leave and have children.

In 1991, it is against the law. Our values of people as employees have changed. Excluding on the basis of anything unrelated to ability limits our potential to hire the most qualified individual.

Employment Equity overview

Employment Equity is inevitable

Currently, there are two fundamental trends that mean employment equity is inevitable: the changing work force demographics; and the regulatory realities such as the Federal Contractors Program.

In terms of the 'changing work force', Canadian businesses/organizations have traditionally relied on white males as a source of labour. However, with the coming of age of the "baby boom" generation, the number of white males available to fill business labour requirements is at a saturation point. Increasingly, businesses/organizations will be relying on nontraditional sources of labour.

These will include:

- **ABORIGINAL PEOPLE:** In 1989, the representation of aboriginal people in employment of federally-regulated employers was just .79%, which is less than two-fifths their availability in the work force. The unemployment rate for aboriginal people is more than twice that of the non-native population. Increasingly, there will be pressure to address these inequities.

- **PERSONS WITH DISABILITIES:** 1.8 million Canadians of working age are disabled, and more than half are either not in the labour force or unemployed. Further, persons with disabilities are increasingly becoming proactive in asserting their rights.

- **VISIBLE MINORITIES:** Low birth rates of the past twenty years mean that Canada will become increasingly reliant on immigration for labour growth.

- **WOMEN:** Today, more women than men are receiving degrees, more women than men are entering the labour force, and women are staying in the labour force longer.

By the year 2010, 85% of new work force entrants will be aboriginal peoples, persons with disabilities, visible minorities, and women. These demographic changes pose challenges and opportunities. The University's pathway to success is the proactive implementation of employment equity and the establishment of a corporate culture that values diversity.

In terms of the 'regulatory realities' within federally regulated sectors, employment equity has been a reality since 1968. A section of the federal legislation required that a parliamentary review be tabled before Parliament by June, 1991. Knowledgeable spokespersons close to the Parliamentary Review strongly suggest that the Review will result in amendments which will significantly strengthen the federal legislation.

ties, and women continue to have higher unemployment rates and lower average salaries than Canadians as a whole. The University wishes to help change this.

Also, the demographics of the workplace are changing. Seventy percent of new entrants to the work force in Canada are members of one or more of the designated groups. Like many other employers, the University of Alberta has realized that it will require the participation of these groups in its work force if it is going to have the supply of skilled people it needs to accomplish its purposes.

What is the Federal Contractors Program?

It is a Federal Government Program aimed at achieving employment equity. Introduced in 1986, the Federal Contractors Program was designed to ensure that organizations wishing to bid on contracts with the Federal Government aim to create a fair and representative work force. A key aspect of the program is the development of a mandatory Employment Equity Plan to identify and remove barriers to employment for four designated groups; aboriginal people, persons with disabilities, visible minorities, and women.

What are the definitions of the four designated groups and how were they chosen?

ABORIGINAL PEOPLE: Aboriginal people of Canada include individuals who identify themselves as Status Indians, Non-Status Indians, Inuit, or Metis (Employment Equity Act 1986).

PERSONS WITH DISABILITIES: Persons with disabilities are persons who consider themselves to be, or believe that an employer or a potential employer would be likely to consider them to be, disadvantaged in employment by reason of any persistent physical, mental, psychiatric, sensory or learning impairment (Employment Equity Act 1986).

VISIBLE MINORITIES: Persons who are non-Caucasian in race or non-white in colour (Employment Equity Act 1986).

Designated groups were selected because their labour market experience reveals long-standing patterns of high unemployment, and lower than average pay rates.

What has the University committed itself to by joining the Federal Contractors Program?

The Federal Contractors Program sets out a logical step by step approach to the creation and maintenance of a representative work force. It's a useful tool through which the University of Alberta will develop and implement its own Employment Equity programs.

STEP 1: Determine how many members of designated groups (aboriginal persons, persons with disabilities, visible minorities, women) work for the University and what occupations they fill. This process, currently under way as an "Employment Equity Census", will be distributed to all continuing employees employed at the U of A on October 9th, 1991.

STEP 2: Compare the representation of designated groups in each occupation at the U of A with the pool of qualified designated group members in the appropriate recruitment area, as known from the Canadian census. This process will begin immediately following the receipt of the "Employment Equity Census".

STEP 3: Determine for each occupation whether each designated group is adequately represented.

STEP 4: Examine those occupations in which designated groups are under-represented. Review the policies and practices by which the staff are recruited, hired, salaried, trained, promoted and laid off (the employment systems) to see whether any of the policies and practices are responsible for the under-representation. The President's Employment Equity Committee will be undertaking this task.

STEP 5: Develop a plan to remove policies and practices shown to have an adverse impact on the designated groups. Set specific timetables and assign accountability for each change. The President's Employment Equity Committee will be responsible for this step.

STEP 6: Adopt whatever special measures seem necessary to achieve representation in each specific occupation.

STEP 7: Establish some goals and timetables for achieving representation, taking into account turnover rates, budgetary dynamics, layoff and recall policies and the availability of a pool of competent, qualified and interested members of designated groups.

STEP 8: Monitor our progress in achieving our goals. Modify these goals in the light of changing circumstances.

Employment policies at the U of A

Over the past number of years, the University of Alberta, through General Faculties Council and the Board of Governors, has developed a set of employment policies which reflect its commitment to fairness in employment decisions. Those policies currently read as follows:

48. EMPLOYMENT POLICIES

The Board of Governors and General Faculties Council have adopted the following policy statement (Section 48.1) with respect to the employment of staff by the University. GFC has adopted rules and regulations which serve to effect the policy statement (Section 48.2 - 48.4); these are set out below, following the policy statement.

48.1 BASIC PRINCIPLES

- 1) Employment decisions shall be made on the basis of merit.
- 2) In accordance with the provisions of the Alberta Bill of Rights, the Individual's Rights Protection Act and the Canadian Charter of Rights and Freedoms, the University of Alberta is committed to the principle of equity in employment. Every individual is entitled to be considered without discrimination and in particular, without discrimination because of race, religious beliefs, color, sex, physical disability, marital status, age, ancestry or place of origin. This principle encompasses such matters as selection and hiring practices, recommendations and decisions regarding remuneration, tenure, promotion, classification, workload, assignment of duties, and access to fringe benefits.
- 3) Graduates of the University of Alberta shall not be excluded from competition for positions within the University.
- 4) Members of the immediate family of staff members may apply for, and shall be considered in competition for, positions on the University staff. All opportunities and benefits normally accruing to a position on staff will obtain where such an appointment is made.
- 5) In order to ensure that these principles are observed and are seen to be observed, no University employee shall be involved in an employment decision involving a member of that employee's family or involving a person with whom that employee has a close personal relationship; exceptions to this rule may be made by the appropriate Vice-President where special circumstances apply.
- 6) The University is committed to the amelioration of conditions of disadvantaged individuals or groups within the system.

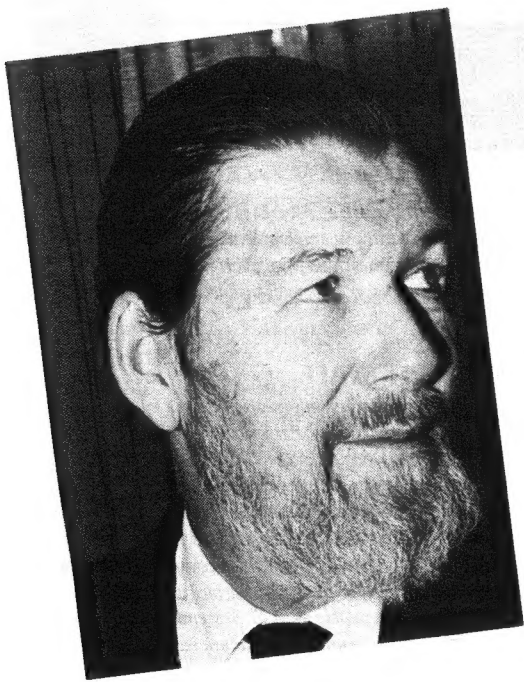
Employment Equity at the U of A

What is Employment Equity?

Employment Equity is a process by which artificial barriers to employment and advancement are removed. Employment Equity is one of the means by which the University tries to ensure that no one is refused employment, denied promotion or training, or laid off for reasons unrelated to ability.

Why should the University of Alberta be concerned about Employment Equity?

The most important motivation is social justice. Aboriginal people, persons with disabilities, visible minori-



Sandy Mactaggart believes educating the whole person should be the University's role.

What kind of University would the Chancellor like to see 10 years from now? "I'd like to see a University in which the student body felt much more a part of the University of Alberta. I'd like to see a student body proud of their University," says Sandy Mactaggart.

In an interview with *Folio* following more than a year as the titular head of the University, Mactaggart said, "I'd like to see the University with a system in place that would enable anybody with the intellectual ability to do the work to be able to enter and go through on a fair financial basis, so no one would be excluded for reasons of finances."

Chancellor reflects on his first year at the helm

Everyone has a role to play in explaining U of A mission, Mactaggart says

"And yet no one who could afford to pay for their education would get a free ride," said Mactaggart.

The Chancellor, who characterized his first year on the job as a year of learning, said it will be important for the University to "maintain and enhance its reputation, based on providing degrees respected for their excellence around the world."

"For years the prosperity of the province permitted government to create an educational system that allowed anybody to attend university for a very low cost. Everyone knows we don't have as prosperous a province as we used to have ... and the educational system hasn't been immune," Mactaggart said. "We were faced with this question: If we continue to take everyone, can we maintain standards?"

"Initially, we tried to do this, but across-the-board cuts affected the quality," he said. Now, however, said the Chancellor, limiting enrollment, instituting vertical cuts and transferring resources from the least in need to the most in need have caused some anguish. "The University community, in general, believes this is necessary."

In Senate's role as the bridge between the public and the University community, however, the Chancellor points out that its [Senate's] members are hearing from parents who are watching entrance averages rise. These people are worried about their children's futures. "We [Senators] hear this everywhere," he said, noting the increasing pressure on the colleges and transfer system.

At the same time, says the Chancellor, everyone wants a good education for their children. The system must be comparable or better than other systems of education if our students are to compete in a global environment.

"To the extent that we don't have enough money to provide a quality education for everybody, education becomes more of a privilege and less of a right. That doesn't mean that the system becomes more elitist," Mactaggart hastens to add. If access has to be limited, it shouldn't be limited on the basis of ability to pay, but, rather, on the basis of putting the resources in the hands of those people who are best able to use them.

"We were faced with this question: If we continue to take everyone, can we maintain standards?"

In general terms, the public supports the University, but they have an entirely different understanding of how research relates to teaching. Within the research community, research and teaching are interdependent, says Mactaggart. The public, however, regards research as independent of teaching. "There's a big difference between the two."

Asked whether those in government are listening to this debate and siding with the public, Mactaggart says, "If you're a politician,

you are dependent upon the public for re-election. You usually listen hardest to the group with the most votes."

"Therefore, it behooves everybody in this University to make a concerted effort to educate the public on the interrelationship between teaching and research in a university environment. Acknowledging that some academics disdain this role, Mactaggart said "academics are supposed to be the most intelligent people in our community."

"It doesn't take much intelligence to realize that their capacity to do what they want to do will depend more and more on the support of the public. If they can't persuade the public that research is an integral part of teaching at the university level, they'll be under more pressure to teach more and research less."

On the Senate's future role, the Chancellor says its mandate to serve as the bridge between the public and the University "is a more important mandate than it was during the prosperous times." And while the Senate's outreach programs are important to maintain and enhance, Mactaggart believes one-on-one relationships will be crucial in fostering long-term public support for the U of A.

He says recent changes to Senate's committee structure will ensure the body operates more effectively and in keeping with The Universities Act. While emphasizing that the Senate doesn't have any power, the Chancellor says it is, however, seen by many people to be an impartial and fair arbitrator.

Photo Services

Bhatia Fellowship funds women in physics

Sharon Morsink the first recipient

A novelist with a keen sense of philanthropy and a student from Waterloo brought a great many physics teachers and students out of their labs last Thursday. They congregated at a reception area in the Avadh Bhatia Physics Laboratory to see June Bhatia, who writes under the name Helen Forrester, present a scholarship to Sharon Morsink, who has just come to this University from the University of Waterloo.

Bhatia is the widow of Avadh Bhatia, a professor of physics who died in 1984 and after whom the Physics Complex is named. It was Dr Bhatia's fervent wish that more women be attracted to science, particularly physics. June Bhatia subsequently provided \$100,000 to establish a postdoctoral fellowship, at the same time realizing her husband's dream of "encouraging brilliant women scientists." Her gift, and a matching grant from the Alberta Advanced Education Endowment and Incentive Fund, created a competitive award to encourage women to do their postdoctoral work at the U of A. The Avadh Bhatia Fellowship will fund women in physics and enable them to demonstrate their research capabilities. (There are 17 female students studying physics this year, the highest enrollment in the department's history.)



Sharon Morsink, pictured with June Bhatia, eventually wants to become a professor of physics.

Speaking at the reception, Bhatia referred to the low glass ceiling which many women encounter after progressing steadily up the ranks of their profession or discipline. "I hope Sharon can give it [the ceiling] a good whack," she said.

For 1991-92, Bhatia has established a renewable \$2,500 scholarship for a student just entering the PhD Physics program. Morsink arrived here a month ago, BSc from Waterloo in hand. (She received her acceptance notice in March and, a few weeks later, notification of her selection as the first recipient of the Bhatia Fellowship.) She made the Dean's honours list in each of the last three years at Waterloo and is anxious to "learn as much as possible" during her four or five years of study here. She'll

be continuing with research begun as an undergraduate student, namely, that dealing with some aspects of quantum mechanics near black holes. Morsink, who will make use of a simplified one dimensional system largely of her own design, will likely be working closely with cosmologist Werner Israel.

She plans to use the scholarship money for general expenses.

Avadh Bhatia was born in India and came to Canada in 1953 on a National Research Council Fellowship. He came to the University of Alberta in 1955 and was appointed Professor of Physics in 1960. He was director of the Theoretical Physics Institute from 1964 to 1969.

NASA, University return to bargaining table

Money the key issue to resolve

The University of Alberta and the Non-Academic Staff Association went back to the contract negotiating table late last month, in an attempt to resolve outstanding issues and reach an agreement.

Speaking 26 September at one meeting in a series of public information meetings, NASA Manager Mike Tamtom told support staff members that "we're down to money. We're trying to get it resolved as quickly as possible." NASA's final offer is four percent, he said.

University spokesperson Brian Caunt said both parties are getting closer on the issue of money. He said when the two sides left the table 25 September there was an understanding that both of them would be following up on a number of issues. "They moved and the Board [of Governors] moved and hopefully there'll be further movement."

NASA is asking for a four percent increase excluding .66 percent the Association still owes the University as a result of past agreements. The University's position is 3.5 percent including the .66 percent. Both parties are hopeful they won't have to go back to arbitration. That process was suspended in late August when further initiatives were tabled.

In other news, NASA officials told the membership that Library staff members have been asked by Canadian Union of Public Employees members whether University staff would like to hear a presentation on the benefits of belonging to CUPE. NASA Labour Relations Officer John Wevers said "they've targeted the library group because they believe they're the most susceptible group on campus."

EVENTS

EXHIBITIONS

CLOTHING AND TEXTILES

Until 1 November

"Textileworking"—an exhibition on the production of fabric, its decoration, and its construction into garments. Basement, Home Economics Building.

FAB GALLERY

8 to 20 October

"Modern Japanese Calligraphy"—an exhibition organized and circulated by the Shodo Journal Research Institute of Japan. Cosponsor: East Asian Languages and Literatures and the Consulate General of Japan.

8 October to 3 November

"3:16 An Exhibit of Calligraphy"—outstanding calligraphers from over 20 countries illustrate the Bible." Gallery hours: Tuesday to Friday, 10 am to 5 pm; Sunday, 2 to 5 pm; Saturday, Monday and statutory holidays, closed. 1-1 Fine Arts Building.

MCMULLEN GALLERY

Until 31 October

"Window to the Future, '91"—a juried exhibition of the work of emerging Alberta art-

ists. Gallery hours: Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm (subject to availability of volunteers). Information: 492-8428, 492-4211. Walter C Mackenzie Health Sciences Centre.

MUSIC

DEPARTMENT OF MUSIC

5 October, 8 pm

Encounters I—program will include selections by Mozart, Archer, Fisher, and Brahms. Convocation Hall, Arts Building.

11 October, 8 pm

Faculty Recital—William H Street, saxophonist. Convocation Hall, Arts Building.

16 October, 12:10 pm

Eckhardt-Gramatte: Krysta Buckland, violinist. Convocation Hall, Arts Building.

EDMONTON CHAMBER MUSIC SOCIETY

9 October, 8 pm

"Borodin Trio." Season and single tickets available from The Gramophone, 10020 101A Street, 428-2356. Information: 433-4532. Myer Horowitz Theatre, SUB.

SPORTS

BASKETBALL

11 October, 6:30 pm

Pandas vs Alumni

FIELD HOCKEY

5 and 6 October

Pandas—Tournament #2

FOOTBALL

5 October, 7 pm

Bears vs British Columbia

SOCCER

4 October, 4 pm

Bears vs British Columbia

4 October, 4 pm

Pandas vs British Columbia

5 October, 2 pm

Bears vs Victoria

VOLLEYBALL

4 and 5 October

Bears—High School Tournament

Call 492-BEAR/492-2327 or the "Talking Yellow Pages" at 493-9000, code 3250, for more information.

POSITIONS

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

SUPPORT STAFF

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 27 September 1991. For a more up-to-date listing, please consult the weekly Employment Opportunities Bulletin and/or the postings in PSSR.

Positions available as of 27 September 1991.

The limited number of vacancies is a result of the current Support Staff hiring freeze.

Applications for regular operating budget funded University positions (both full-time and part-time) are initially restricted to current bargaining unit employees. This is due to the current hiring freeze. Applications may be accepted from external applicants for some positions after internal staffing has been explored.

The salary rates for the following positions reflect adjustments in accordance with the terms for the implementation of the Pay Equity Program.

CLERK TYPIST (Grade 4), Provincial Laboratory, (\$1,633 - \$2,013)

SENIOR FINANCIAL RECORDS CLERK (Grade 4), Office of the Comptroller (Fees), (\$1,633 - \$2,013)

CLERK STENO (Grade 4), Educational Administration, (\$1,633 - \$2,013)

SECRETARY (Grade 5) (Half-Time), Faculty of Business (Undergraduate Program), (\$892 - \$1,105) (prorated)

ACCOUNTS CLERK (Grade 5) (Half-Time/Term to 31 December 1991), International Centre, (\$892 - \$1,105) (prorated)

ACCOUNTS CLERK (Grade 5), Office of the Comptroller (Travel Section), (\$1,784 - \$2,210)

SECRETARY (Grade 6), Library (University Archives), (\$1,952 - \$2,433)

DEPARTMENTAL/EXECUTIVE SECRETARY (Grade 6), Faculty of Graduate Studies and Research (\$1,952 - \$2,433)

ADMINISTRATIVE ASSISTANT (Grade 7), Dean of Dentistry, (\$2,125 - \$2,663)

AUDIO AND VIDEO TECHNICIAN (Grade 7), Instructional Technology Centre, (\$2,125 - \$2,663)

The following positions retain salary rates in accordance with the previous classification system and pay plan.

TECHNICIAN I (Trust), Medicine, (\$1,738 - \$2,234)

RESEARCH ASSISTANT, GLENROSE REHABILITATION HOSPITAL

The Glenrose Rehabilitation Hospital is a 273-bed regional comprehensive tertiary rehabilitation centre located in Edmonton. The hospital provides a variety of inpatient and outpatient programs and a full range of clinical support services.

A part-time research assistant (15-18 hours per week) is required to assist the Director of Research at the Glenrose Rehabilitation Hospital. Duties will include assisting researchers with data file set-up and statistical analysis software, organizing research meetings, and carrying out general office-management tasks. Applicants should have a university degree (preferably in the social sciences, nursing or rehabilitation), be familiar with microcomputers, and have completed at least one course in statistics. Knowledge of SPSS-PC would be an advantage. Salary range: \$14 to \$16 per hour.

Interested applicants should apply to: Dr K Pain, Director of Research, Glenrose Rehabilitation Hospital, 10230 111 Avenue, Edmonton, Alberta T5G 0B7. Telephone: 471-2262 ext. 2587; Fax: 471-7976.

NASA

Continued from page 7

Tantom said NASA has the best support staff contract in the province's postsecondary education sector. He told members that they shouldn't think that just because they belong to an unaffiliated association, they would somehow be better off as part of another union. He said over the years NASA has been approached by other unions.

Wevers said CUPE's actions only exacerbate the problems on campus.

NASA President Anita Moore, in a message to members, stated: "The essential elements of a strong and solid bargaining unit are not improved or enhanced by fractionalizing the Association. If we allow outside groups like other unions to splinter and carve off certain occupational groups, the employer is advantaged."

CUPE spokespersons did not return Folio's phone calls.

EMPLOYMENT EQUITY CENSUS - CLARIFICATION

The last edition of Folio contained a story about the Employment Equity Census. The Office of Human Rights wishes to offer the following clarification regarding computer storage of Employment Equity Census data.

All information provided will be input on a terminal in the Office of Human Rights by Office of Human Rights staff. While the information will be stored in a file on the mainframe, security has been set in place to limit access to Human Rights personnel only.

The employment equity database will interact with other campus personnel records to produce required statistical reports. The employment equity data is, however, isolated by security measures from those other personnel records and access to the employment equity data is available only to staff in the Office of Human Rights.

Fort McMurray region hungers for more U of A outreach programs Senate invited to look into the matter

The Fort McMurray School Board wants the University of Alberta to expand its outreach programs and develop new ways of delivering the programs to the area.

"If it was marketed properly, university programming could become accessible in Fort McMurray on a much broader base to much of northeastern Alberta," Superintendent of Schools Robert Prather outlined in his brief to Senators, who held their meeting in that city 13 September.

Keyano College Vice-President (Instruction) Dean Wood presented the paper on behalf of the school board.

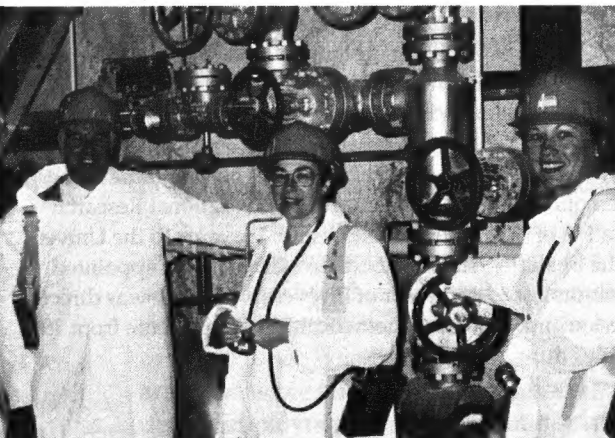
"The Board encourages the Senate to stimulate examination of a broad, vigorous, well-marketed degree, graduate study and extension programming effort in the region," Prather outlined in his brief, noting how difficult it is for people to give up employment to attend university.

Prather wrote it was important the University strengthen its relationship with Keyano College in providing university transfer courses. "Everyone is aware of the costs associated with attendance at the University and that the transfer program represents a significant reduction in costs to individuals. That's the basis for the Board's position."

Prather also asked the University to be more flexible when considering entrance requirements. High school graduates' grades should not be the only criterion on which acceptance is considered, he outlined. "It becomes difficult for the District to advocate high levels of achievement academically and socially when only the former is a consideration for entrance. The Senate may wish to encourage some additional considerations in the student portfolio as part of the admissions requirement."

Prather pointed out that the University has to become more flexible in its programming to meet the continuing education requirements of District staff and the community. He praised the University's efforts to date.

President Paul Davenport said, "I'm very interested in the issue of criteria other than grades for admission. In some of our smaller professional Faculties, they believe that they can make a better judgment about admission if they have criteria other than grades. It is difficult in the larger Faculties such as Arts and Science to consider anything other than grades," the President responded, noting the tremendous number of applications the University has to process each year.



Senate's recent business meeting at Fort McMurray was preceded by a tour of the Alberta Oil Sands Technology and Research Authority's plant. Among those who rose to the surface information richer were President Paul Davenport and Senators Christina Andrews (centre) and Delphine Davidson.

ADS

ACCOMMODATIONS AVAILABLE

VICTORIA PROPERTIES - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max, Ports West, Victoria, BC.

SALE - University/Parkallen, 11103 65 Avenue. Three bedroom bungalow, mother-in-law suite, near school, park. Solid property agent chosen. \$119,500, 435-7157.

SALE - McKernan, three bedroom bungalow, finished basement, garage, 1,150', fireplace. \$152,000, 436-3112.

CHRISTMAS IN HAWAII? Condo available in Kihei, Maui. Call 426-0769 evenings.

RENT - St Albert, Lacombe Park. Upgraded bi-level, modern kitchen, delightful back yard and deck, appliances, window cov-

erings. Perfect location near schools and shopping. \$1,200/month. Immediate possession. Western Relocation, 434-4629.

RENT - Fully furnished one bedroom condo near Heritage Mall; garage. 5 November - 31 March, \$950/month (negotiable). Western Relocation, 434-4629.

RENT - Blue Quill, modern four level split, four bedrooms. Quiet location near Derrick Club, wonderful family home. 1 November possession, \$1,375/month. Western Relocation Services Ltd, 434-4629.

SALE - \$149,900 beautifully maintained "triplex", three bedrooms, 1,214', plus two legal suites with separate entry. Quiet location near the University. Ed Lastiwka, Royal LePage Realty, 437-7480, 446-3800.

SALE - Fantastic condo in Claridge House. Dramatic view of city skyline. Two large bedrooms with ensuite off master bedroom. Walk to University, \$249,900. Maggie Woytkiw, Re/Max Real Estate, 438-7000.

SALE - Handicap access, wide hallways, large bathrooms, "king-size" master bedroom

on main floor of eight-month-old condominium apartment. 45 years plus. June Hill, Metro City Realty, 439-3300, 432-7894.

VISITING TORONTO? Bed and breakfast in our restored downtown home from \$45 daily. Furnished apartment available on weekly basis (1-4 people). Ashleigh Heritage Home, (416) 535-4000.

SALE - New listing, executive condo, 1,450', downtown Riverview, \$134,900. Price reduced condo, Uplands, \$169,900. Sherry Mailo, Re/Max, 438-7000.

SALE - New listing, Grandview two storey, four bedroom, immaculate, excellent location. Quesnell, two storey, four bedroom, fantastic lot. Sherry Mailo, Re/Max, 438-7000.

SALE - by owner, three bedroom bungalow, west end. Private entrance, in-law suite; many upgrades. Large yard, double garage, ten minute drive, twenty minute bus to University. Immediate possession, 484-4224, 483-4950.

SALE - Mill Creek ravine, hillside bungalow with high basement, separate entrance. Thoroughly renovated up and down, new deck, potential for addition with ravine view. Call Jean MacKenzie, Spencer Realty, 435-0808.

SALE - Enjoy fall colors beside ravine park. Affordable three bedroom bungalow, large, treed yard, double garage. Excellent access to University. Jean MacKenzie, Spencer Realty, 435-0808.

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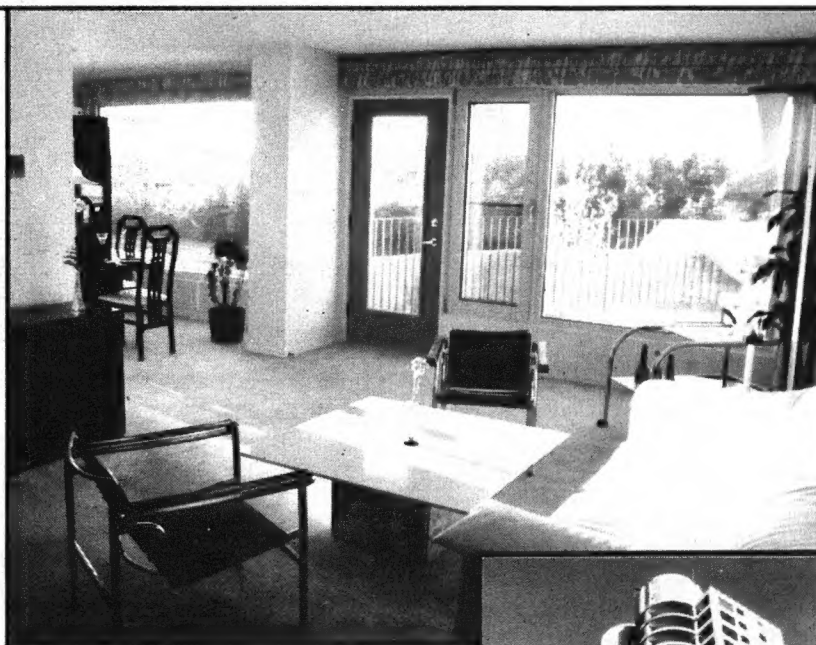
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Deadline: 25 October 1991.

For more information or applications, contact the Student Awards Office, 252 Athabasca Hall.



University of Alberta Edmonton

The Senate

invites members of the public to nominate candidates for Honorary Degrees

The University of Alberta awards Honorary Degrees to individuals who have made outstanding contributions during their lives.

Nominees may be of local, national or international reputation and need not be of Canadian citizenship.

Nominations must be received in the University of Alberta Senate Office by Friday, 1 November 1991, and should include the signatures and addresses of two nominators, as well as a resume of the nominee and at least one letter of support.

Enquiries should be addressed to:

The Senate
150 Athabasca Hall
Edmonton, Alberta T6G 2E8
Phone (403) 492-2268

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Equity Saturday

Workshop on Employment Equity Policies at Canadian Universities

Saturday, October 5, 1991

9:30 am to 3:30 pm

Humanities Lecture Theatre 1

Morning session (9:30-noon)

MayAnn Francis, Dalhousie University
Professor Pamela Milne, University of Windsor
Gill Tieman, York University
Carole Clark, University of Calgary
Professor Sharon Kahn, University of British Columbia

Lunch break (Noon to 1:30)

Lunch is not provided but can be purchased at HUB mall

Afternoon session (1:30 to 3:30)

Open discussion of morning presentations

Note: Childcare is available upon request. Please phone 492-4221 before 4 pm on September 25 if you require childcare.

Sponsored by: Faculty of Arts, Faculty of Law, Faculty of Medicine

All members of the university community are invited.

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October 18-19, 1991

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R.C. Macleod, History, University of Alberta
Greg Marquis, History, Mount Allison University

POLICE POWERS AND CITIZENS RIGHTS

Martin Friedland, Law, University of Toronto
Roger Shiner, Philosophy, University of Alberta
D.R. Stuart, Law, Queen's University

ACCOUNTABILITY AND LINES OF CONSTITUTIONAL AUTHORITY

Jean-Paul Brodeur, Criminology, Université de Montréal
Louise Viau, Law, Université de Montréal

POLICE ORGANIZATION AND MINORITY REPRESENTATION

Chris Braden, City of Edmonton Police
Curtis Griffiths, Criminology, Simon Fraser University
Harish Jain, Commerce, McMaster University

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Jim Robb, Law, University of Alberta
David Smith, Political Science, University of Saskatchewan
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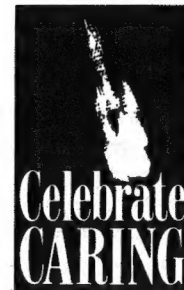
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